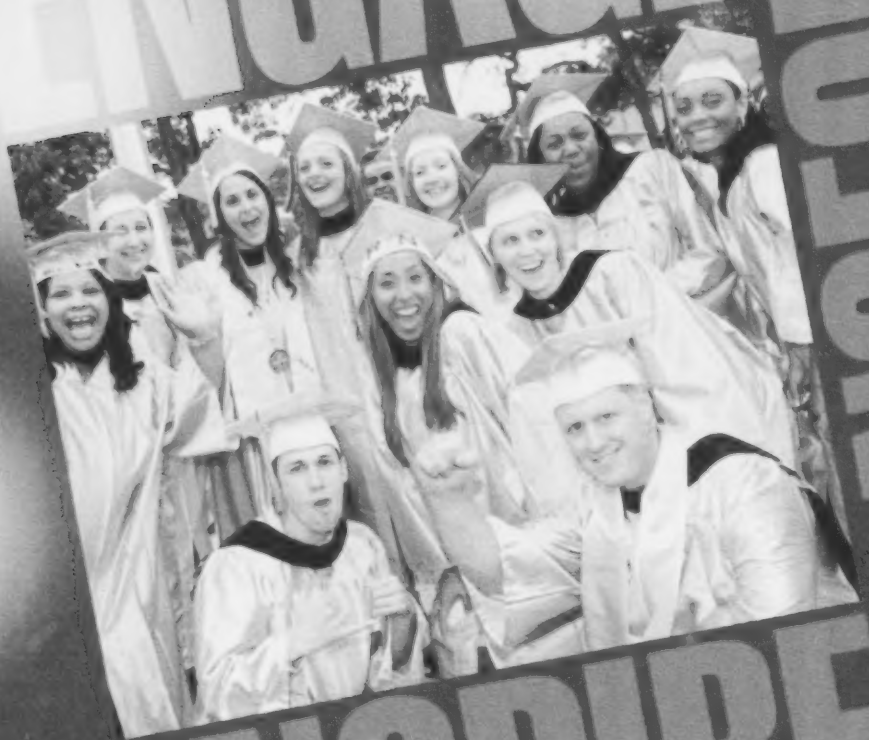
ENGAGE INSPIRE TRANSFORM



2012-2017 Strategic Plan

Cumberland County College

STRATEGIC PLAN 2012-2017

Direction 1
Student Engagement and Completion – Cumberland County College will increase student success and completion.

Direction 2
Leadership and Service Learning – Cumberland County College will integrate leadership and service learning across the curriculum.

Direction 3
Economic and Workforce Development – Cumberland County College will serve as a catalyst for local and regional economic and workforce development initiatives.

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For the Strategic Plan White Paper and other information on the 2012-2017 Strategic Plan,
please visit www.cccnj.edu/strategicplan or call 856-691-8600, ext. 214.

Mission
Cumberland County College is a comprehensive community college that is accessible, learning-centered and dedicated to serving a diverse community of learners and employers through quality, innovative programs and services. The College is committed to student success and completion, and to the core elements of liberal arts, transfer, career, technical, professional and community education.

Vision
Cumberland County College serves as a catalyst for creating collaborative relationships across the county that enhance the quality of life through excellence in education, community leadership and economic growth.

Diversity Statement
Cumberland County College will value and ensure a faculty, staff and student community that closely reflects all segments of Cumberland County.

Goals:

- Promote, celebrate and embrace cultural, racial and ethnic diversity across the curriculum and through co-curricular and social events.
- Hire and retain individuals that reflect cultural, racial and ethnic diversity.
- Improve student success rates.

Printed February 2012

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TRANSFORMING TOGETHER

We're building a community of partnerships

The 2012-2017 Strategic Plan is a GPS for strengthening our community by providing opportunities for people to improve their lives through education. Please note that I didn't refer to this as Cumberland County College's Strategic Plan. No, this plan is the result of a collaborative effort by college and community leaders.

This is **our** Strategic Plan.

We began the strategic planning process about two years ago. And last September, local leaders in varied fields visited Cumberland County College to attend a day-long strategic planning assembly to share their ideas for moving the college and community forward.

As they say, the community and college leaders brought their 'A' game to the assembly, and we utilized their thoughts and advice to prepare the 2012-2017 Strategic Plan, which was unanimously approved by CCC's Board of Trustees in December. The three Directions of the plan are listed on the adjacent page and the ideas generated at the assembly, titled Participant Perspectives, are listed on the Directions pages.

This is a great Strategic Plan, but this is just the beginning of our journey. We must work together to transform the ideas generated into real, vibrant programs and services.

Since the college's and county's futures are intertwined, we need our leaders to continue sharing their expertise and time as we move forward as a team, preparing residents for success in the 21st century.

I'm privileged to send heart-felt thanks to the scores of dedicated people who played a role in producing the 2012-2017 Strategic Plan. You have demonstrated that all of us can do much more than one of us.

Sincerely,

Thomas Isekenegbe

Thomas Isekenegbe, Ph.D.
President

"All of us can do much more than one of us."

– Dr. Thomas Isekenegbe

DIRECTION

1

Student Engagement and Completion

Cumberland County College will increase student success and completion.

Goal 1 – Increase the college readiness of entering students.
Working with its community partners such as K-12 school districts, the One-Stop and community-based agencies, CCC will increase the percentage of college-ready students.

Goal 2 – Increase the number of students successfully completing developmental courses and reduce the time students spend in developmental education.
CCC will implement early intervention procedures to target and intervene with students at risk for successful completion in order to increase developmental course completion rates.

Goal 3 – Increase the number of students enrolling in and successfully completing gatekeeper courses.
Across all groups, CCC will increase enrollment in and successful completion of gatekeeper and college-level courses and will decrease the disparity in successful completion rates among various demographic groups (gender/age/socio-economic status/race-ethnicity).

Goal 4 – Increase retention rates for all students.
CCC will make fundamental changes to advisement services to provide an integrated system that will support student engagement and success in order to increase retention rates.

Goal 5 – Increase the number of students completing degrees and certificates
The number of first-time, full-time degree-seeking students completing degrees and certificates within three years will increase.

Goal 6 – Make comprehensive and fundamental college-wide changes in order to support student success.
Specific staff development programs for College faculty and staff will be developed and offered beginning in Spring 2012 in order to increase the focus on student success strategies.

"There's more at stake than students' hopes and dreams: the very foundations of our economy depend on increasing student success."

- Dr. David Hartleb
Achieving the Dream

Participant Perspectives

Student Engagement and Completion

Decrease number of students needing remediation

Mandate pre-college orientation

Plant the internship seed at the high school level

Create a diverse Recruitment Task Force

Establish a CCC/Community Access Team

Increase certificate programs offering industry-recognized credentials

Strengthen partnerships to increase enrollment, retention and completion

Increase number of students completing developmental courses

Increase successful completion of gateway courses

Make CCC a nationally-recognized model for student success

Increase involvement of all college employees with students

Increase retention rate of CCC's entire student population

Become designated as a Hispanic-serving institution

Make comprehensive changes to the way student services are delivered

Increase three-year graduation rate of CCC students

DIRECTION 2

Leadership and Service Learning

Cumberland County College will integrate leadership and service learning across the curriculum.

Goal 7 – Align all of the College's leadership programs and establish a leadership component in relevant college courses.

Align goals of leadership programs such as Pathways Leadership, Student Pathways Leadership, and Leadership Cumberland County in order to increase the number of college programs that will have a leadership component.

Goal 8 – Collaborate with community groups to develop and integrate Service Learning into academic and non-academic programs.

Integrate Service Learning programs into academic and non-academic areas beginning in Fall 2012.

Participant Perspectives

Leadership and Service Learning

Implement service learning cohorts to focus on professional development

Use service learning as a recruitment tool

Develop a link between service learning curriculum and adult learners

Offer Professional Development Service Learning Series for credit

Establish a Center for Service Learning

Commit to affecting sustainable and positive change in the community

Incubate community action projects that involve CCC students and alumni

Establish a Civic Engagement Advisory Board

Integrate service-based learning in current academic programs

Build a culture of leadership on campus and in the community

Embrace the unique cultural and historical heritage of the county

Leverage resources that will enhance community engagement

Adapt Leadership Cumberland County to advance Public Service

Require CCC students to demonstrate their leadership skills

Create a one-stop placement center to coordinate service learning opportunities

"Service learning is reciprocal in nature – everyone involved benefits."

- Dr. Kimberly Ayres
Leadership Cumberland County

DIRECTION

3 Economic and Workforce Development

Cumberland County College will serve as a catalyst for local and regional economic and workforce development initiatives.

Goal 9 – Revise current programs and create new programs and options in key sectors to match the needs of the local and regional economy.

The College will offer academic programs with skills and knowledge that will meet the needs of local and regional employers.

Goal 10 – Collaborate with local and regional businesses, industries, community groups and related institutions to implement appropriate partnerships for entrepreneurial initiatives.

Develop and implement entrepreneurial initiatives that will enhance the business and employment climate in the county and region.

"My family and I have been doing business in Cumberland County for 60 years. I still live and work in the community. Subsequently, I was thrilled to learn that CCC is developing curriculum specifically to prepare students to benefit local businesses. I'm proud to be a part of this strategic planning process."

- Edward Roth
Tower Hospitality LLC

Participant Perspectives

Economic and Workforce Development

Cultivate a Business Incubator to support new businesses and entrepreneurs
Strengthen job placement and networking for graduating students
Develop one common source for information related to services/internships
Serve as a catalyst for local and regional economic development
Strengthen existing and create new partnerships to leverage resources
Implement a mandatory capstone project component to the degree curriculum
Facilitate "Made in USA" manufacturing initiative by providing technical training
Tailor curriculum to industry-recognized needs, specifications and credentials
Establish a core curriculum to enhance professional readiness
Improve professional development experience of instructors
Create new career pathways in key sectors to match needs of the economy
Establish a Public Safety and Emergency Responder Academy
Develop a workforce readiness institute that can respond to changing demographics
Tailor and/or create specialized programs to match community profile
Develop skills and awareness to compete in the growing global environment

COMMUNITY LEADERS

provide valuable input for moving forward

Community and college leaders convened at Cumberland County College in September to generate ideas for improving the quality of life in our community.

These stakeholders attended a day-long strategic planning assembly to share their thoughts for moving the college and community forward during the next five years.

The ideas generated at the Strategic Planning Assembly – more than 60 ideas were recorded – provided guidance for preparing the 3 Directions and 10 Goals in the plan, outlined in this booklet.

During the next five years, the College will work closely with the community to explore ways of implementing the fresh perspectives offered by the assembly participants.

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community banking *plus*

Special Thanks

for the generous support of Century Savings Bank for underwriting the Strategic Plan. Below, Bank President David Hemple and CCC President Dr. Thomas Isekenegbe at the Strategic Plan assembly.

"I'm here as a business leader and a concerned citizen since my family and I live in this community."

– David Hemple, President
Century Savings Bank

Strategic Plan Assembly Attendees

Anthony Abriola
Cumberland County College

Kimberly Ackerman
Cumberland County College

Dorothy Abruzzo-Klumpp
Cumberland County College

Catherine Achée
Cumberland County College Foundation Board

Nathaniel Alridge Jr.
Cumberland County College

Robert Amundson
Cumberland County College

Dr. Kimberly Ayres
Leadership Cumberland County

Karen Barnett
Bridgeton Municipal Alliance

Anne Bergamo
Cumberland County College

Louise Bertacchi
Cumberland County College Foundation Board

Edward Bethea
Gateway Community Action Partnership

Margaret Brennan-Tonetta
Rutgers Food Innovation Center

Bret Bretnall
Cumberland County College Foundation Board

Charles Brett Jr.
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Paul Bucci, Ph.D. LLC

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Cumberland County College

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Cumberland County College

Dorothy Cohen
Cumberland County College

Jaime Connolly
Cumberland County College

Tom Considine
LaMonica Foods

Donna Cooper
Family Success Center

Dr. Casey Crabill
Raritan Valley Community College

Sandy Cruz
Cumberland County College

Richard Curcio
Cumberland County College

Gordon Dahl
South Jersey Economic Development District

Tom Daley
Daley + Jalboot Architects

Anne Daly-Eimer
Cumberland County College

David D'Ascoli
Cumberland County College

Deanna Davis
CASA of Cumberland-Gloucester-Salem Counties

James Davy
James Davy Associates LLC

Shelly Dean
Cumberland County College

Nicholas DeSimone
Cumberland County College

Carole Dortch-Wright
James Davy Associates LLC

Carol Fallows
Cumberland County College

Kathleen Felice
Cumberland County College

Donald Forcinito
Cumberland County College

Sandy Forosisky
Vineland Economic Development

Dr. Maud Fried-Goodnight
Cumberland County College

Dr. Jacqueline Galbiati
Cumberland County College

Victor Gilson
Bridgeton Public Schools (retired)

Joanne Gittone
Vineland Public Schools (retired)

Mariluz Gonzalez
Sun National Bank

Valerie Gouse
Cumberland County College

Dr. Mary Gruccio
Vineland School District

Carole Grusemeyer
Cumberland County College

Dr. Terrence Hardee
Cumberland County College

Dr. David Hartleb
Achieving the Dream

David Hemple
Century Savings Bank

Howard Henderson
U.S. Dept. of Agriculture

Joseph Hibbs
Cumberland County College

Jody Hirata
Colonial Bank

Arthur Horn
Cumberland County College

Beatrice Hughes
Cumberland County College

Dr. Thomas Isekenegbe
Cumberland County College

Dan Jalboot
Daley + Jalboot Architects

Chester Kaletkowski
South Jersey Healthcare

Stephen Kehs
Triad Associates

Lilly Kejzman
Cumberland County College Foundation Board

Mayor Albert Kelly
City of Bridgeton

Elizabeth Kendall
Montclair State University

Carl Kirstein
Cumberland County Freeholder Board

Dr. Charles Kocher
Cumberland County College

John Krauser
Vineland Construction Company

Maria Laboy
Hispanos Pro Educacion

Patricia Lafferty
Cumberland County College

Dr. Lynn Lichtenberger
Cumberland County College

Gladys Lugardo-Hemple
Bridgeton City Council

Amanda Mantshongo
Wilmington University

Patrick Massaro
Cumberland County College

Elaine Melfi
Capital Bank

Michael Mills
Cumberland County College

Dr. Alice Myers
Cumberland County College

John Nichols
Cumberland County College

Dr. Majid Noori
Cumberland County College

Luz Ojeda
Cumberland County College

Amber Parrish
Cumberland County College

Sue Ann Perry
Cumberland County College

Keith Petrosky
Vineland Rotary Club

James Piccone
Cumberland County College

John Pitcher
Cumberland County College

Dr. Mark Randa
Cumberland County College

Francis Reilly
The CEO Group

Dante Rieti
Workforce Investment Agency

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Triad Associates

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Cumberland Empowerment Zone

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Small Business Development Center

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Delaware River & Bay Authority

Latoya Wilson
Cumberland County College

Kimberly Wood
County of Cumberland

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Cumberland County College

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Strategic Planning Committee

Anthony Abriola
Nathaniel Altridge
Dr. Kimberly Ayres
Anne Bergamo
Veronica Chainey
Richard Curcio
James Davy
Nicholas DeSimone
Dr. Jacqueline Galbiati
Valerie Gouse
Arthur Horn
Dr. Thomas Isekenegbe
Charles LaPalme
Patrick Massaro
John Nichols
Dr. Majid Noori
Luz Ojeda
Sue Ann Perry
John Pitcher
Dr. Mark Randa
Kellie Slade
Paul Swierczynski
Dr. Sandra Vaden

2000-2005
2006-2011

Visions from past strategic planning assemblies became impressive achievements; innovative programs

Shirlee and Bernard Brown University Center

"These innovations would not exist without community and collegewide support."

- Dr Thomas Isekenegbe

Everything begins with an idea. And when people work together, the idea becomes a goal, then a reality.

These are a few highlights of projects and innovative programs that began with ideas generated by community and college leaders at the planning assemblies for the 2000-2005 and 2006-2011 Cumberland County College strategic plans.

The ideas became realities because dedicated individuals stepped forward and worked collaboratively, focusing on ways to improve the quality of life in Cumberland County.

The Shirlee and Bernard Brown University Center
Enables area residents to earn bachelor's and master's degrees right here in Cumberland County.

The Paul Navone Healthcare Education Center
Features futuristic laboratories and modern, multifunctional classrooms.

School Counts!
Gives every county high school student the opportunity to earn a two-year tuition scholarship to CCC.

CCC-High school curriculum alignment

Career education pathways

Customized employee training programs

Community-based Job Training Grant

Graduates of Radiography, Nursing and other programs receive hands-on education in the cutting-edge Paul Navone Healthcare Education Center. Mr. Navone is pictured standing on the right.

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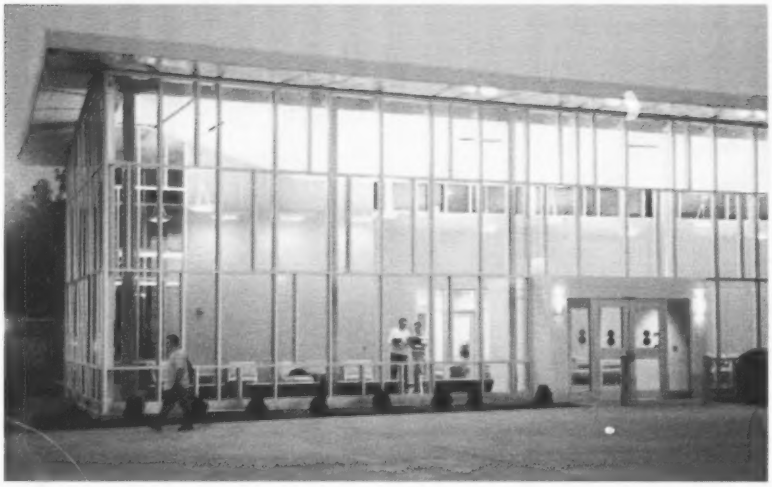

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In the news...

"The county has a first-class and affordable community college in Cumberland County College. A skilled work force is needed to attract quality jobs, and CCC is helping to do that with its *School Counts!* scholarship program, which provides even the poorest students in the county with an opportunity to earn a college degree. At the college's Shirlee and Bernard Brown University Center, students can earn degrees from four-year institutions without leaving the CCC campus. The Paul Navone Healthcare Education Center and Healthcare Careers Pathways Program, part of the college's effort to develop strong career-oriented pathways for students, leads to associate or bachelor's degrees and family-sustaining jobs."

- Daily Journal Editorial
August 5, 2011

Cumberland County College:
A vital community resource

Cumberland County College was the first community college in New Jersey to open its own campus in October 1966. Today, the college is dedicated to preparing students and community members for success in the ever-changing global environment.

Enrolling more than 4,000 students during the academic year, CCC offers 90 career and transfer programs of study. More than 26,000 students have graduated from CCC since it opened.

About half of CCC's graduates continue their education at four-year colleges and universities. The college's graduates have successfully transferred to every college in New Jersey and scores of colleges and universities throughout America. Career program graduates become a vital part of the work force.

Cumberland County College

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